

# Exploring How Your Personality Affects your Coaching Performance

**Please Do Now:** List 4-6 words or phrases that capture the essence of your personality.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_

**Personality** is derived from a combination of temperament (innate inclinations) and character (habits and actions)

## Kiersey Temperament Sorter vs. Myers-Briggs test

- Both communicate results with the same 4-letter combinations, so it can be confusing.
- Myers primarily focused on how people think and feel; Keirsey focused more on behavior, which is directly observable.
- Myers, following Jung's lead, emphasized the extraversion/introversion dichotomy; Keirsey's model places greater importance on the sensing/intuition dichotomy.

Use the sorting tool and write the four letters of your personality type here\_\_\_\_\_

Find the corresponding title and description of your temperament for these four letters.

**Reflect:** Compare the description of your temperament to your original description of your personality traits.

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## General Population by Keirsey Type

TOTAL		ISTJ 11-14%	ISFJ 9-14%	INFJ 1-3%	INTJ 2-4%
E 45-53%  S 66-74%  T 40-50%  J 54-60%	I 47-55%	ISTP 4-6%	ISFP 5-9%	INFP 4-5%	INTP 3-5%
	N 26-34%	ESTP 4-5%	ESFP 4-9%	ENFP 6-8%	ENTP 2-5%
	F 50-60%	ESTJ 8-12%	ESFJ 9-13%	ENFJ 2-5%	ENTJ 2-5%
	P 40-46%				

Form a small group based on the following categories.

ARTISAN	GUARDIAN	RATIONAL	IDEALIST
<b>Doer</b> ESTP	<b>Guardian</b> ESTJ	<b>Executive</b> ENTJ	<b>Giver</b> ENFJ
<b>Mechanic</b> ISTP	<b>Duty Fulfiller</b> ISTJ	<b>Scientist</b> INTJ	<b>Protector</b> INFJ
<b>Performer</b> ESFP	<b>Caregiver</b> ESFJ	<b>Visionary</b> ENTP	<b>Inspirer</b> ENFP
<b>Artist</b> ISFP	<b>Nurturer</b> ISFJ	<b>Thinker</b> INTP	<b>Idealist</b> INFP

### Discuss the following:

How might your sorter type make a difference in how you approach your role as a coach?

What are some of the strengths and limitations of your temperament as they relate to your role as a coach?

We all feel most comfortable with people who communicate the way we do. We are less likely to misinterpret their messages or motives and much quicker to connect with and trust them. Given that, there are different communication styles, most of the people we interact with at work are likely to have a different communications style from your own. What does this mean to you as a coach?

Do you think this kind of inquiry is helpful to you in your role as a coach? Why?

Do you think it's just kind of interesting to know these things, but not helpful to you in your role as a coach? Why?